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ACU

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within Oregon

[www.OregonRN.org](http://www.OregonRN.org)



## Bargaining Details



Bargaining team from left to right: *Lisa Brown RN-GBC, Nancy McPherson RN-ENDO, Lisa Logsdon RN-ACU, Neil Versolenko RN-ED, Brandi Warren RN, ACU*

Your bargaining team has met with administration for three bargaining sessions. The administration team consists of Wendie Wunderwald, Connie Erwin, Peggy Stiles, Jason Floyd, Carrie West and Scott Russell.

The bargaining team and administration have been discussing some of the important issues as identified in the survey.

### Two Tier Benefit Systems

The bargaining team has proposed that all nurses accrue benefits on the tier 1 schedule and the employer eliminate the second tier. We explained the unfairness in a system that doesn't award the same benefits for the same job being done. The employer responded with a proposal that does not eliminate any of the tiers, but will hide all language pertaining to the first tier

in the back of the contract making it harder to find. The team is not in favor of this proposal and has expressed to the employer that we want the language to stay the same.

### Parental Leave

The employer refuses to return a counter offer on this issue. They stated across the table that they are not willing to be "the lead system" on this issue. Paid maternity leave was an identified issue on the survey and the team has taken the time to write up proposals in line with current practices in the few places that have this now. In every other developed country in the world this is the norm and not a revolutionary idea. The need for the bonding and care of a newborn with BOTH parents is well documented. What some should think about is how important this is to an adoptive parent, these people are working to establish a bond and trust with an infant that hasn't always come from the best of situations. We included the foster families, adoptive families and the birth parents when speaking on this issue. This is a chance to have a positive effect on the entire community. One last thought in the instance of adoptive and foster parents... they are NOT eligible for the short term disability as a birth parent. They can get unpaid FMLA but this is a cost prohibitive practice in most cases.

## Bargaining Team Needs Your Health Insurance Stories

We would still like to have your stories surrounding insurance and maternity leave. If you wish to share these, please reply to Christine Hauck at [Hauck@oregonrn.org](mailto:Hauck@oregonrn.org), or give a copy to any of the bargaining team members. Please tell us if you will

allow us to use your name or if you would like to remain anonymous. We have already shared some of the replies with the employer and would like to follow up with more examples to illustrate the issues that the nurses and other staff are having with insurance.

## Want to Have a Say? Become an ONA Member Today!

### *How do I join?*

Go to [www.OregonRN.org](http://www.OregonRN.org) and select Samaritan Lebanon under Find Your Bargaining Unit. Under documents, click on "ONA Application." Print it out, complete it, and submit it by mail or fax. Or simply ask a team member for a paper application and get it back to them.

### *What are the monthly dues?*

The dues are \$39.00 per pay period for full time and \$20.52 per pay period if you're working under 64 hours per month.

### *Do I have to pay dues twice if I'm a member at a different ONA facility?*

No. Nurses who work at two ONA facilities pick a base hospital for the



purposes of membership and only pay dues once.

### *Does my ONA membership really matter?*

YES! As the team enters into negotiations, the more unified we

are in supporting them and ONA, the stronger our position at the table will be to make gains in a contract.

**TIME DONATIONS FOR BARGAINING**

**165 hours**